

NGO LEADERSHIP WORKSHOP BRATISLAVA

JUNE 27 — JULY 1, 2022

FINAL REPORT



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25 NGO leaders from the Czechia, Hungary, Poland, Slovakia, Moldova and North Macedonia participated in an interactive week-long workshop designed to strengthen civil society in young democracies.

This was the sixth annual workshop in Bratislava.

Participants had many opportunities to network during the week. Beginning with the opening reception on the eve of the program, the camaraderie continued through a group visit to Svätý Jur to enjoy a view onto the charming village and a trip to a small winery, where participants learned more about local wine production, regional grape varieties, and enjoyed a closing dinner with live music.

PARTNER ORGANIZATIONS

THE WORKSHOP WAS ORGANIZED BY THREE PARTNERS:

The Weiser Center for Europe & Eurasia, William Davidson Institute at the University of Michigan and Hekima.



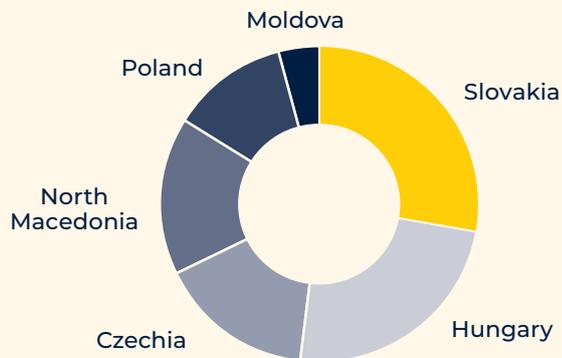
ABOUT OUR PARTICIPANTS

A call for applications was distributed through an extensive mailing list, in cooperation with NGO platforms, phone calls, and social media channels. The program was open to NGOs from the Czechia, Hungary, Poland, Slovakia, Moldova and North Macedonia

The 25 participants were selected through an open application process and attended at no charge. Their NGOs focus on strengthening human rights and democracy at home and abroad, international development, inclusion and diversity, youth skill building, and environmental protection.

PARTICIPATING COUNTRIES:

- Slovakia **28 %**
- Hungary **24 %**
- Czechia **16 %**
- North Macedonia **16 %**
- Poland **12 %**
- Moldova **4 %**



ORGANIZATIONS:

| SLOVAKIA | CZECHIA | HUNGARY | POLAND | NORTH MACEDONIA | MOLDOVA |
|-----------------------------------|-----------------------|---|----------------------------|--|---|
| Girls in IT | SIRIRI | Artemisszió Foundation | Klon/Jawor Association | SEEU Foundation | Center of Scientific Research in Psychology |
| Caritas Slovakia | ADRA | Benefit association of by-passers | YORGHAS Foundation | Institute for Human Rights | |
| Slovak Foreign Policy Association | House of Saint Anežka | Hungarian Helsinki Committee | Polish Humanitarian Action | European Movement in Republic of Macedonia | |
| Sun on the Road | People in Need | Association of Conscious Consumers | | | |
| Smart Up! | | Marom Budapest Association | | | |
| Punkt | | Heroes of Responsible Dining Foundation | | | |

CONTENT

Workshop sessions focused on:

- 1 ENTREPRENEURSHIP FOR NGOS/BUSINESS MODELS FOR NGOS**
 This session explored how NGOs can design and implement income-generating activities. Participants also explored how entrepreneurship can be implemented in an NGO context.
- 2 BUILDING EFFECTIVE TEAMS**
 This session covered building effective teams, with special attention given to virtual teams, and energizing people through employee engagement.
- 3 CONFLICT RESOLUTION**
 This session showcased how to understand what organizational conflict is, what causes conflict, and the difference between good and bad conflict. In addition, participants were encouraged to think about their own conflict management style and whether it results in desired outcomes; and practice conflict resolution techniques; and how to give effective feedback.
- 4 FUNDRAISING AND DEVELOPMENT OPTIONS FOR CENTRAL EUROPEAN NGOS**
 Participants worked to change the narrative within their line of work from “charity” to “social change experts.” Moreover, participants looked into how to change their mindset and communicate effectively with donors and with the general public.



Online learning modules were offered on these topics on ExtendEd, the program’s online learning management system. Participants will continue to have access to this elearning content for one year.

- **Conflict Resolution in Leadership**
- **Social Media Marketing**
- **Marketing Strategy**
- **Communication**
- **Leadership**

WORKSHOP GOALS

THE GOALS OF THE WORKSHOP WERE TO EMPOWER NGO LEADERS TO:
 strengthen their internal expertise and managerial capacities in the field of human resources, public relations, and organizational change and assessment.

INSTRUCTORS



JULIE FELKER

is a professor of human resource management at the Zagreb School of Economics and Management and a faculty affiliate and consultant with the William Davidson Institute. She develops and delivers management education programs and provides technical assistance in developing countries, most recently in Algeria, Bahrain, Rwanda, Uzbekistan and Kazakhstan. She has worked with women micro-business owners in Rwanda, a global initiative funded by the Goldman Sachs Foundation.



GAYLE NORTHROP

is a consultant, coach, educator, and president of Northrop Nonprofit Consulting, which specializes in strategy, organization development and leadership development for social impact organizations worldwide. She has dedicated her career to helping drive innovation, entrepreneurship, and positive social change through strengthened systems, improved service delivery, and effective measurement and communication of impact.



RYAN TURNER

is a senior-level consultant to nonprofits/NGOs and social enterprises. He specializes in program development, capacity building, and strategy planning for organizations in transition and growth.

RESULTS

THE PARTICIPANTS:

- ✓ Strengthened their managerial capacities and ways to make their organizations more effective and efficient.
- ✓ Learned new ways to become sustainable through entrepreneurship, developing new products or services to offer.
- ✓ Developed new fundraising strategies.
- ✓ Networked and made new international linkages.

I WOULD RECOMMEND THIS WORKSHOP TO OTHERS IN MY FIELD



I INTEND TO APPLY AND USE THE CONTENT IN MY WORK

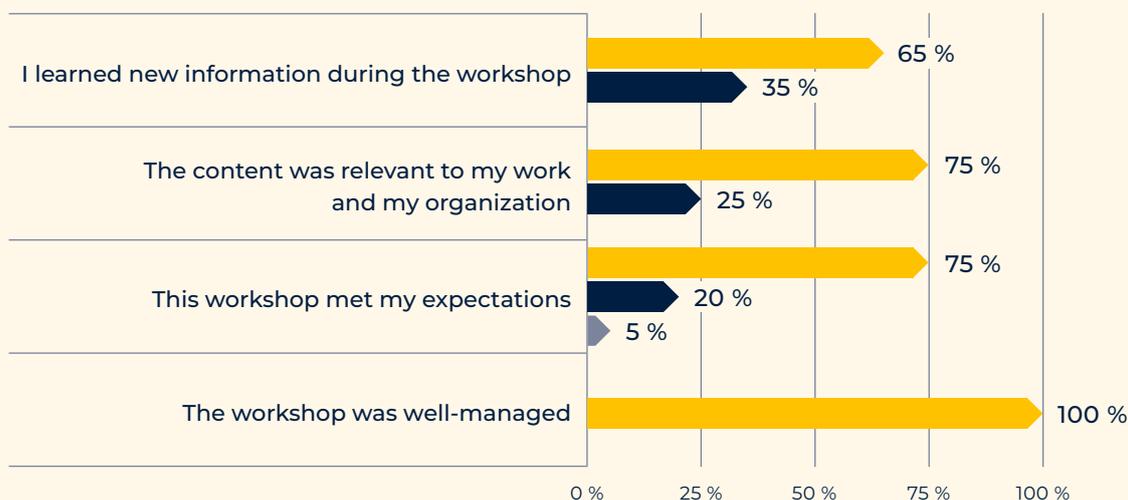
65 %
Strongly agree



35 %
Somewhat agree

HOW MUCH DO YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS?

● Strongly agree
 ● Somewhat agree
 ● Neutral



WHAT THE INSTRUCTORS SAID

"I enjoyed teaching this workshop so much! It was wonderful to be able to share examples of entrepreneurship and earned income models with the participants, to hear about ways they are already thinking about and actively pursuing innovative revenue models, and to learn from their context, challenges and past successes."—**Gayle Northrop**



"This unique gathering provides much-needed (and well-deserved) time and space for busy regional changemakers to explore capacity building for themselves and their organizations. It also empowers people and organizations to identify and assert their value beyond their respective missions and visions. NGOs globally must work within increasingly challenging contexts. CEE-based groups face an additional hurdle, in the form of low awareness of, and limited attention to, their needs and concerns by external sector stakeholders. The workshop offers participants the means to articulate and assert why their work matters, on their own terms. Through this experience, CEE region NGO leaders and their teams are positioned to leverage their collective skills, talents, and resources towards greater visibility and success ahead."—**Ryan Turner**

"The participants were incredibly engaged. In fact, I have never facilitated a workshop before where the group was so interactive, willing to discuss challenging issues, and share ideas. Sometimes in a setting like this, there are a few participants who take the lead and contribute most to the discussions. The NGO Leadership Workshop was not like that at all. Almost 100% of the participants contributed regularly, and thoughtfully, to our discussions."—**Julie Felker**



WHAT PARTICIPANTS SAID

“Every subject was beneficial!”

“The workshop exceeded my expectations!”

“Very real and specific development opportunities for my NGO.”

“The workshop showed me various business opportunities I wouldn’t even consider.”

“One of the most valuable lessons I learned is to be more mindful of my values and vision.”

“Entrepreneurship for NGOs was the most beneficial to me because it was eye-opening and relevant to my line of work.”

“The interactive approach was the best thing about the session.”

“The most valuable thing I learned was the various areas of opportunities I wouldn’t have even considered.”

“The most valuable thing I learned was to not be afraid to think like an entrepreneur.”

“The worksheets helped me a lot with self-reflection.”

“The examples were a great help! I also appreciate that the presentation was very detailed and I can go back to it anytime.”

“After Ryan’s session, I realized that our organization has more possibilities than I was aware of.”

“The best thing about the session was learning how business models can be applied to NGOs.”

“Learning more about conflict resolution and how to engage employees was really helpful.”

“What was most valuable was learning that I have to focus a bit more on myself and my well-being.”



Facebook and LinkedIn groups are currently extending the workshop’s network. Participants continue to use these platforms after the workshop to share resources, funding sources, and ideas.

FUTURE PLANS

Dates for the **2023 NGO LEADERSHIP WORKSHOP** coming soon!

HOW YOU CAN GET INVOLVED!

AS A PARTICIPANT

Contact Ivana Ulicna at ivana.ulicna@hekima.sk

AS A SPONSOR

Contact Amy Gillett at gilletta@umich.edu

